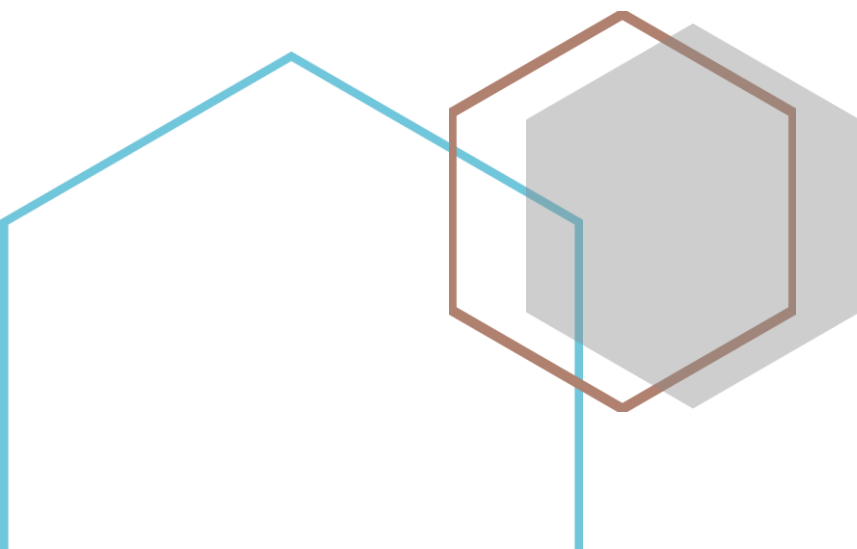# FINAL STAKEHOLDER PERCEPTION SURVEY
Results

UNIVERSITY OF HYDERABAD, INDIA

Integrating Talent Development into Innovation Ecosystems in Higher Education Ecosystems in Higher Education

586227-EPP-1-2017-1-BG-EPP

INNOTAL

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Each INNOTAL Partner University in Asia has carried out a final survey campaign aimed at mapping the perceptions of key University stakeholders on issues of relevance to the project. The survey has also aimed at analysing the perceived impact of the project at the institution and making conclusions about sustainability actions.

The survey has reached students, faculty members and representatives of University Management and Administration.

This document presents and analyses the results from this survey.

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Editor: Gergana Cisarova-Dimitrova, European Center for Quality

Introduction

The online Final University Stakeholders Perception Survey was conducted among faculty/administrators and students across different disciplines, Centres, Departments, and Schools. In total, 95 persons from Faculty (15), Management and Administration (9) and Students (71) responded.

This survey was intended to help the project team, and the consortium as whole, to analyse the overall impact of INNOTAL project activities and the Talent Co-Creation Lab (TCCL) on the University community. The aim of the project was to improve the innovation and research capacity in the participating institutions, and the employability of the students graduating from the University. It is envisaged to help the University of Hyderabad to devise strategies on the issues covered in the project. To achieve this, the INNOTAL project envisioned to expand further the collaborations with external organisations (industry, public sector and community) and intensive consultation with university stakeholders. The final University Stakeholders Perception survey was carried out to understand as to how the project activities, including TCCL, further accelerated the University's efforts to attain improved levels of excellence.

The survey helped us to perceive the views of the faculty, management and administration, and students with regard to different perspectives concerning innovative teaching, entrepreneurship education, involvement of students in research, student engagement at the university, university engagement and collaboration with external stakeholders like industry, public sector, civil society organisations, and the community at large. This survey will help the university in further strengthening its strategic planning to boost the contribution of the University to the regional and national economy and its growth. This survey not only is useful in strengthening the process of cooperation among the faculty, students and the external stakeholders, but also can help enhance the quality of teaching and the learning process and inform initiatives aimed at increasing the employability of the graduates.

This survey has resulted in important insights for the evolving strategy for enhancing student employability and for intensifying the interaction between the University and external organization. It also informs the wider University strategy of generating new opportunities to the faculty, students, business and industry by triggering entrepreneurship among the graduates.
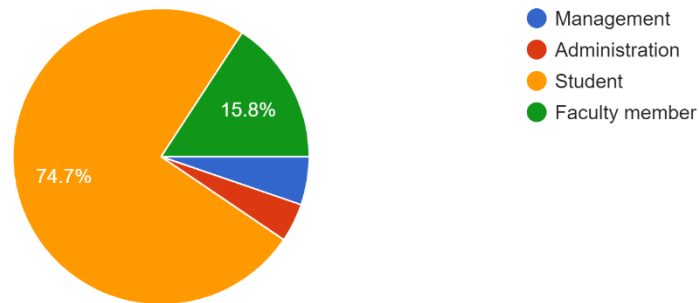
Low Response

The challenges faced by the present survey are common to many online surveys, and the low levels of response from the University stakeholders is no exception. The low turnout is further due to the severe outbreak of Covid-19 since March 2020, which forced everyone to do so much work online, that online surveys are frowned at.

Participants

95 responses

If we look at the overall responses, the response from the students is slightly above three fourth of the total responses (74.7%), followed by the faculty (15.8%), and the rest is from management and administration (9.5%).

In Part I of this report, we discussed the responses obtained from faculty, while in Part II the responses obtained from Management and Administration are presented, and in Part III responses from the students are presented.
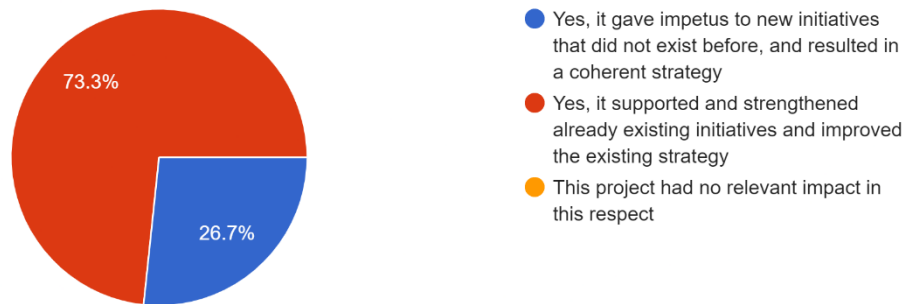
Detailed Results

Part I: Faculty Members

The faculty members who responded to this survey are from diverse disciplinary orientations ranging from sciences, humanities, social sciences and performing arts. Their responses to different questions are presented below.

Do you think that the INNOTAL project activities have contributed to the strategic plans, ability and capacity of our University to guarantee the employability of our graduates?
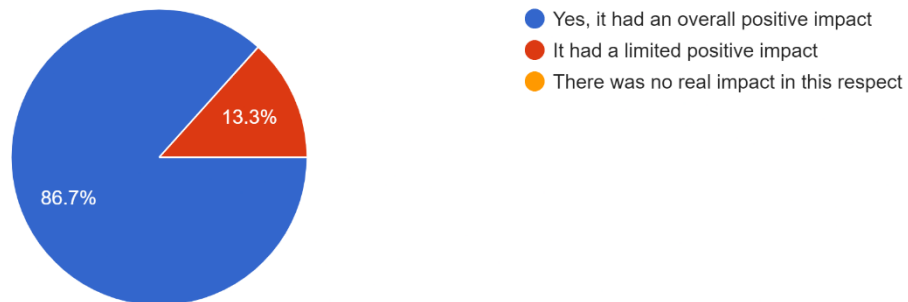15 responses

- ● Yes, it gave impetus to new initiatives that did not exist before, and resulted in a coherent strategy
- ● Yes, it supported and strengthened already existing initiatives and improved the existing strategy
- ● This project had no relevant impact in this respect

1. It is pertinent to note that majority of the respondents (73.3%) opined that the INNOTAL project activities further strengthened the existing initiatives and strategies of the University. It is also important to find that a few (26.7%) felt that the project provided impetus to new initiatives and added to the coherence of the University strategy in this regard.

Do you think the INNOTAL project raised awareness and increased the understanding and the willingness of the University to cooperate with ext...talent and in the design and delivery of education?
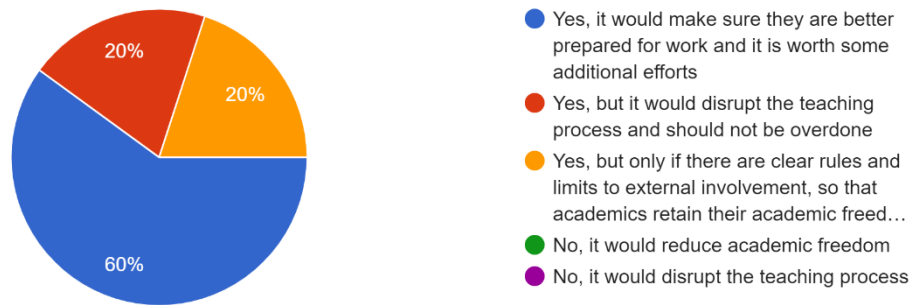15 responses

- ● Yes, it had an overall positive impact
- ● It had a limited positive impact
- ● There was no real impact in this respect

2. Most of the faculty (86.7%) felt that the project had a positive impact in raising the awareness and understanding and willingness of the University to cooperate with the external stakeholders in the development of student talent in designing and furthering education, while a few (13.3%) felt that it had a limited positive impact.

Do you yourself think that involving external stakeholders more actively in the design, delivery and evaluation of study programs and courses or in the...ent talent would be beneficial for your students?
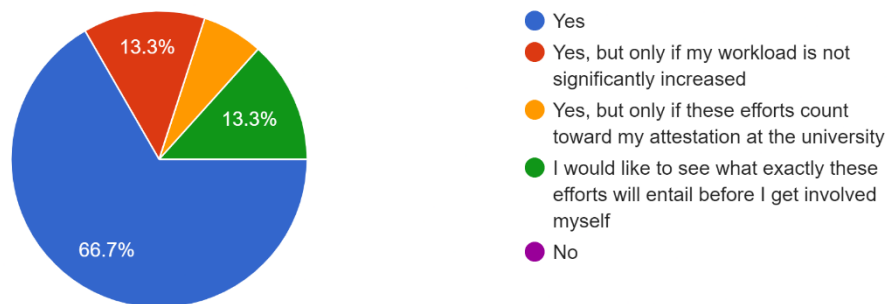15 responses

- ● Yes, it would make sure they are better prepared for work and it is worth some additional efforts
- ● Yes, but it would disrupt the teaching process and should not be overdone
- ● Yes, but only if there are clear rules and limits to external involvement, so that academics retain their academic freed…
- ● No, it would reduce academic freedom
- ● No, it would disrupt the teaching process

3. The majority (60%) of the faculty opined that the active involvement of the external stakeholders in the design, delivery and evaluation of the study programmes and courses and also in the development of student talent will go a long way to benefit the students of the University. An equal proportion of faculty felt that it would disrupt the process of teaching and caution is required in this regard, and there is a need to have clear guidelines to suggest as to how far the external stakeholders can be involved. Overall, there is an agreement with regard to the involvement of the external stakeholders for the benefit of improving the talent of the students.

Would you be willing to contribute to future University efforts to increase the employability of students and to improve the development of their talent?
15 responses

- ● Yes
- ● Yes, but only if my workload is not significantly increased
- ● Yes, but only if these efforts count toward my attestation at the university
- ● I would like to see what exactly these efforts will entail before I get involved myself
- ● No

4. Two thirds of the faculty agree to contribute to the efforts of the University to increase the employability and to improve the talent of the students in future. However, some of the faculty (13% each) would involve only if it does not increase their workload significantly or what these efforts would demand from them before involving in these efforts, or if their involvement is acknowledged in their service by the University.

Did the INNOTAL project events or results increase your motivation, willingness or ability to contribute to the University's employability strategy?
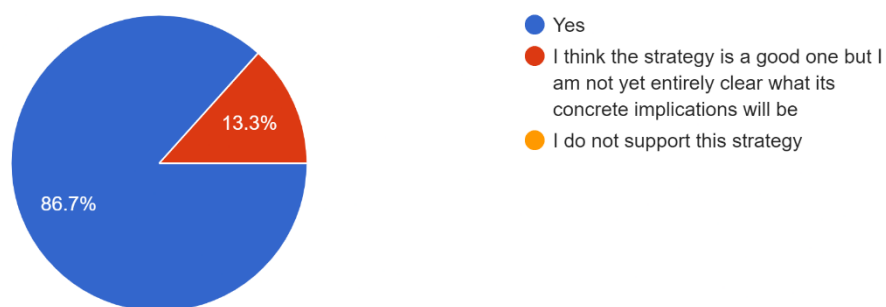15 responses

- Yes
- To some extent
- No
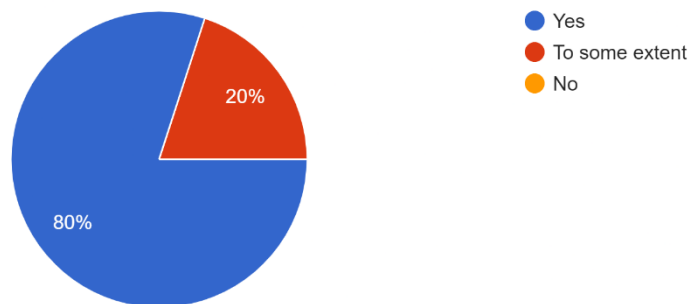
5. Largely there is an acknowledgement as to how the project events led to an increase in the motivation and willingness or ability of the faculty to contribute to the employability strategy of the University, though a few felt that it motivated them to a certain extent.

Do you support the INNOTAL project's proposed strategy to embed employability across all institutional activities (curriculum, teaching, research & innovation)?
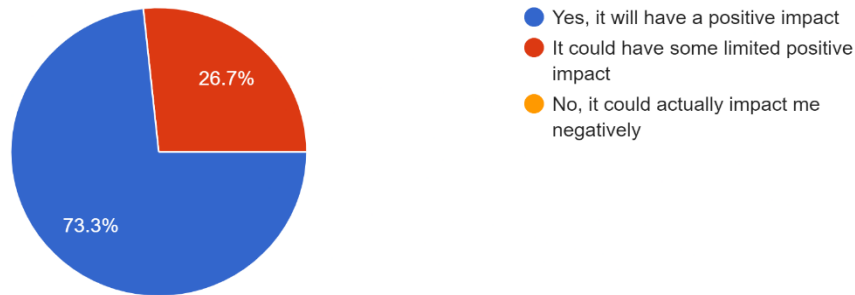15 responses

- Yes
- I think the strategy is a good one but I am not yet entirely clear what its concrete implications will be
- I do not support this strategy

6. It is heartening to note that most of the faculty fully support the proposed strategy of the project to embed employability in all the activities of the University, like in curriculum designing, teaching, research and innovation. A small proportion is convinced about the strategy but lack clarity about its implications.

Do you think that the implementation of the above strategy will impact you and your job positively?
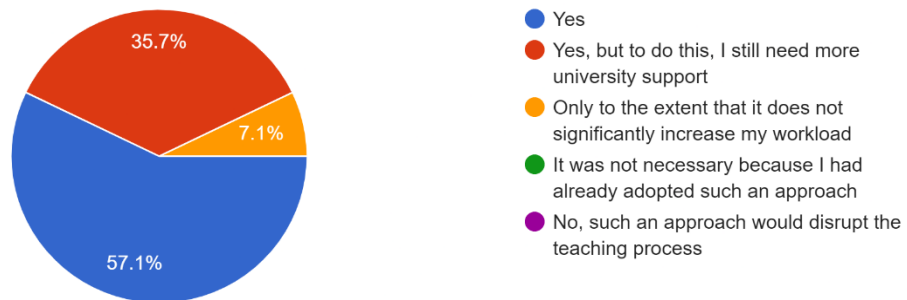15 responses

- Yes, it will have a positive impact
- It could have some limited positive impact
- No, it could actually impact me negatively

7. While there is an agreement largely among the faculty (73.3%) regarding the impact of the project strategy on their job and on themselves, a few believed that the impact could be limited. However, no one believed that it impacts them negatively.

Has the INNOTAL project motivated you or helped you to introduce a more student-centred approach in your teaching?
14 responses

- Yes
- Yes, but to do this, I still need more university support
- Only to the extent that it does not significantly increase my workload
- It was not necessary because I had already adopted such an approach
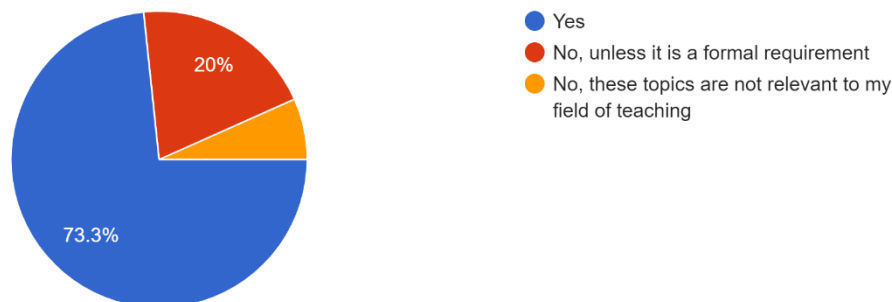- No, such an approach would disrupt the teaching process

8. It is significant to note that majority (57.1%) believed that the project motivated them to introduce a more student-centred approach in their teaching, while a significant proportion (35.7%) feel that they need an increased support from the University or they would do so if it does not burden them in their workload.

Would you be willing to design and deliver innovation and entrepreneurship training in the future?
15 responses

- Yes
- No, unless it is a formal requirement
- No, these topics are not relevant to my field of teaching

9. It is very relevant to note that the project outcomes helped majority (80%) of them to design and deliver innovation and entrepreneurship training in future and a small proportion would undertake such an activity only if it is a formal requirement. However, a small proportion believed that these activities are not relevant to the field of their teaching. In this regard, there is a need to build awareness in some of the disciplines, like literature and folklore, to focus on as to how innovation and entrepreneurship can be promoted in their disciplines.

Will the results of the INNOTAL project help you design and deliver innovation and entrepreneurship training in the future?
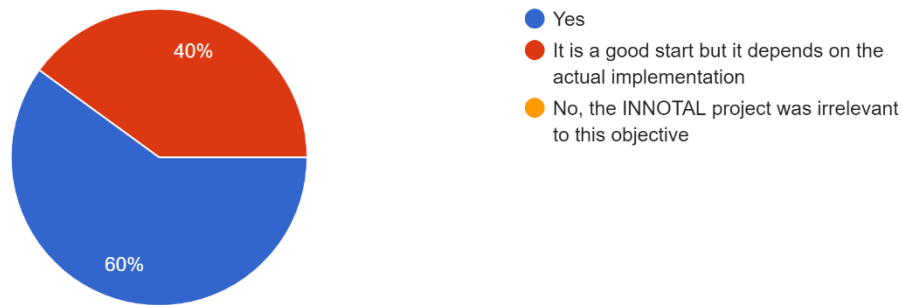15 responses

- Yes
- Only to some extent
- No
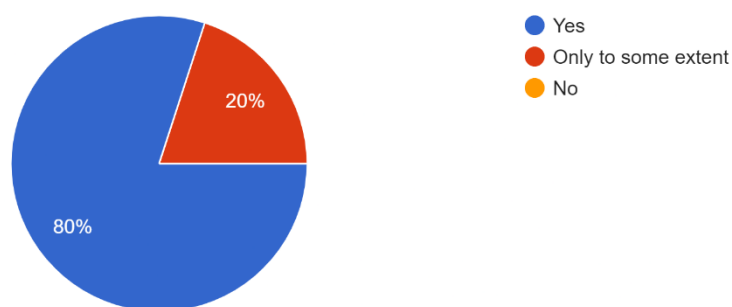
10. It is quite significant to underline that large majority of the faculty are in a position to design and deliver innovation and entrepreneurship training in future as a result of the activities of the project, though a small proportion are in a position to do it only to a certain extent.

Do you think the results of the INNOTAL project, and in particular the Talent Co-Creation Lab, would strengthen student employability and innova...nts get better exposure to external stakeholders?
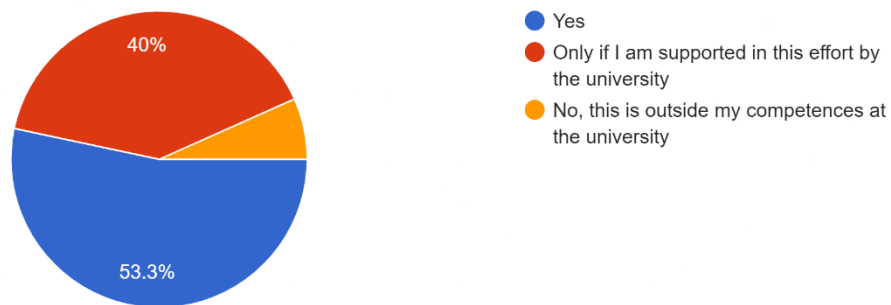
15 responses

- Yes
- It is a good start but it depends on the actual implementation
- No, the INNOTAL project was irrelevant to this objective

11. Though a majority are convinced that the results of the project, more so of the TCCL, would reinforce the innovation capacity and employability of the students and would facilitate them to get better exposure to the external stakeholders, some believe that it depends on the actual implementation. This certainly indicates a positive impact of the project on the attitude of the faculty.

Would you be willing to organize and facilitate the involvement of your students in live innovation projects and in other forms of collaboration with external stakeholders?

15 responses

- Yes
- Only if I am supported in this effort by the university
- No, this is outside my competences at the university

12. While more than half of the respondents are willing to organise and also involve students in live innovation projects and in the other collaborations with the external stakeholders, a significant proportion look for support from the University, while a small proportion feel that they lack competence.

Did the INNOTAL project activities and the Talent Co-Creation Lab make you more motivated and prepared to involve students in live innovation pro... forms of collaboration with external stakeholders?
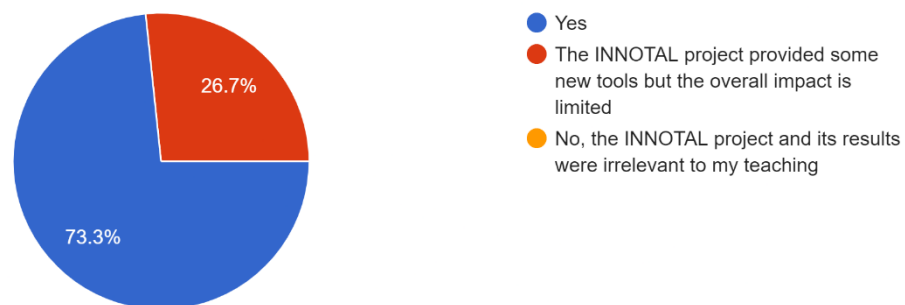
14 responses

- Yes
- Not really
- No

14.3%
85.7%
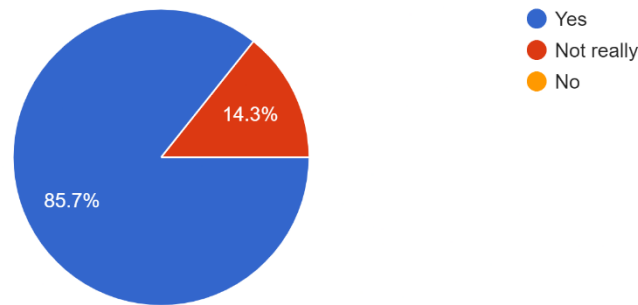
13. The majority of the respondents now feel motivated, following the activities of the project and the TCCL, to involve the students in the live innovation projects and collaborative activities with the external stakeholders. However, a very small proportion feel not so much motivated and prepared to involve students in such activities.

Do you think the results of the INNOTAL project, and in particular the Talent Co-Creation Lab, would make it possible to introduce more innovative teaching methods in your own teaching?

15 responses

- Yes
- The INNOTAL project provided some new tools but the overall impact is limited
- No, the INNOTAL project and its results were irrelevant to my teaching

26.7%
73.3%

14. Most of the faculty believe that the results of INNOTAL and TCCL enabled them to introduce more innovative methods in their teaching, while some thought that its impact is limited, though the project provided new tools for innovative teaching.

15. In general, some felt that 'the learnings from the project need to be embedded and strengthened in all the future activities of the University', some others felt that 'Experiential learning will help in retaining students' potential', while another suggestion was to 'bring in more entrepreneurial persons to this programme' and lastly it was felt that TCCL 'has to facilitate complete online interaction and it need to be re-designed accordingly'.
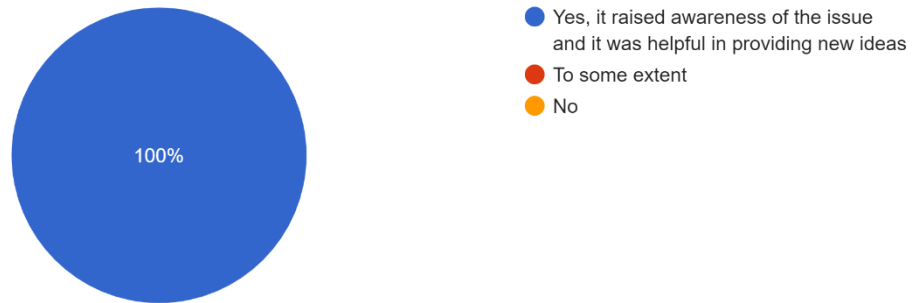
Part II: Management and Administration

The respondents from this category are from different levels of management and administration.

Do you think that the INNOTAL project has made our university generally more aware of global trends and best practices for promoting graduates...ployability and university-business cooperation?
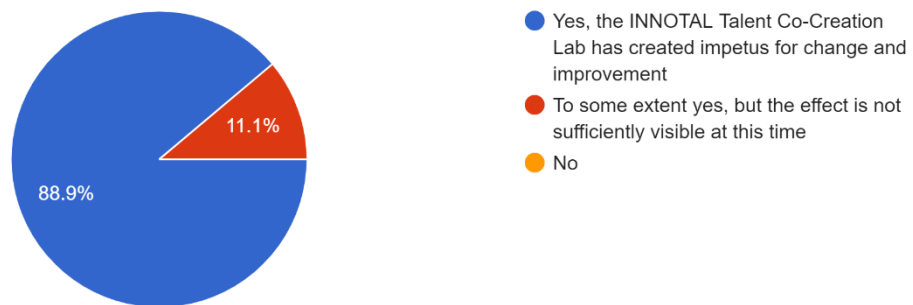9 responses

- Yes, it raised awareness of the issue and it was helpful in providing new ideas
- To some extent
- No

100%

1. It is important to note that all the respondents felt that the INNOTAL project contributed to the awareness about the global trends and best practices regarding the promotion of students' employability and cooperation between university and business (industry/government/ NGOs).

Has the INNOTAL Project resulted in better understanding within the university of the benefits of cooperating with external stakeholders in the desi...ation and in the development of students' talents?
9 responses

- Yes, the INNOTAL Talent Co-Creation Lab has created impetus for change and improvement
- To some extent yes, but the effect is not sufficiently visible at this time
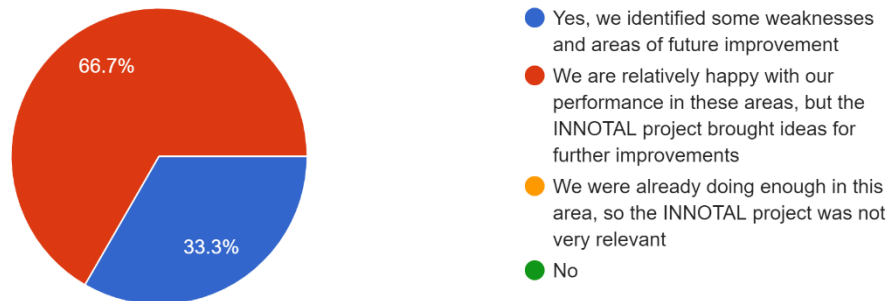- No

11.1%

88.9%

2. Most of the respondents felt that the project has enhanced the understanding in the University of the benefits of collaborating with the external stakeholders both in the designing and delivery of education, and in developing the talent of the students. It is understandable that its effect is not sufficiently visible at present, as observed by a few, because of the prevailing pandemic.

Has the INNOTAL project made our University more aware of any weaknesses in our cooperation with business and in our efforts to promote students' employability?

9 responses

- Yes, we identified some weaknesses and areas of future improvement
- We are relatively happy with our performance in these areas, but the INNOTAL project brought ideas for further improvements
- We were already doing enough in this area, so the INNOTAL project was not very relevant
- No

66.7%

33.3%

3. It is felt by many that the University is now aware of the weaknesses in its cooperation with the industry or business and in promoting students' employability as a result of the project. However, a significant proportion of the respondents (33.3%) are of the view that the University has done relatively well in these areas but the INNOTAL has brought in new ideas for further improvement.

Has the INNOTAL project helped our University better understand and monitor the external conditions in the economy and society that may affect the employability of our graduates?
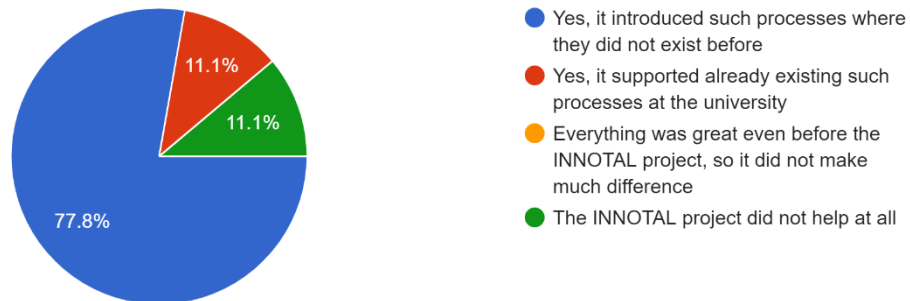
9 responses

- Yes
- We are doing this anyway, but the INNOTAL project brought some further improvements
- No

33.3%

66.7%
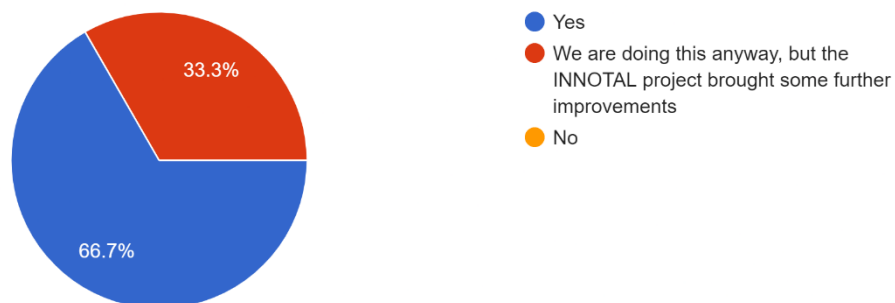
4. In line with the above, most of the respondents opined that the project helped the University in better understanding the effect of external economy and society on the student employability. Some felt that the University has always been doing it but the project helped in improving the understandings better.

So far, has the INNOTAL project and its results (e.g. the Talent Co-Creation Lab) actually promoted stronger involvement of external stakeholders in t...urses and in the development of students' talents?
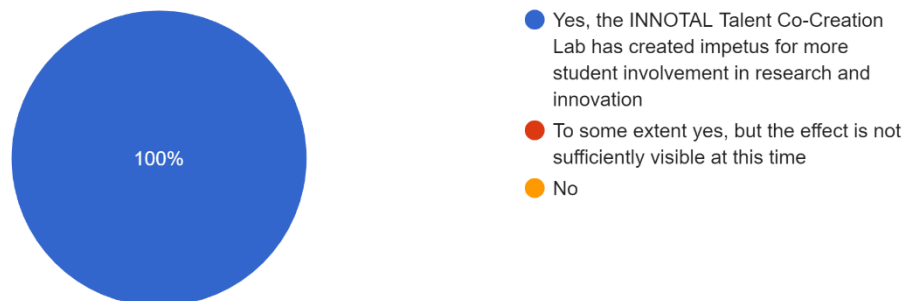9 responses

- Yes, it introduced such processes where they did not exist before
- Yes, it supported already existing such processes at the university
- Everything was great even before the INNOTAL project, so it did not make much difference
- The INNOTAL project did not help at all

11.1%
11.1%
77.8%

5. It is essential to note that most of the people (77.8%) felt that the project helped in promoting stronger involvement of the external stakeholders in the design, delivery and evaluation of the study programmes or it further helped in enhancing the existing processes in the University (11.1%). A few felt that the project did not help at all and this is possibly because the impact of any project takes a little time for it to become more visible.

Has the INNOTAL Project succeeded in creating a change-maker coalition at the University to pursue new approaches to student engagement in ...e student exposure to the economy and society?
9 responses

- Yes, the INNOTAL Talent Co-Creation Lab has created impetus for more student involvement in research and innovation
- To some extent yes, but the effect is not sufficiently visible at this time
- No

100%

6. It is quite significant to observe that all the respondents felt that the project has created an impetus to pursue engagement of students in research and innovation in the University. The project also increased the exposure of the students to the economy and society. Overall, its significant contribution is well appreciated.

Did the INNOTAL project activities manage to improve internal institutional dialogue and make institutional culture more in favour of stronger University engagement with external organizations?
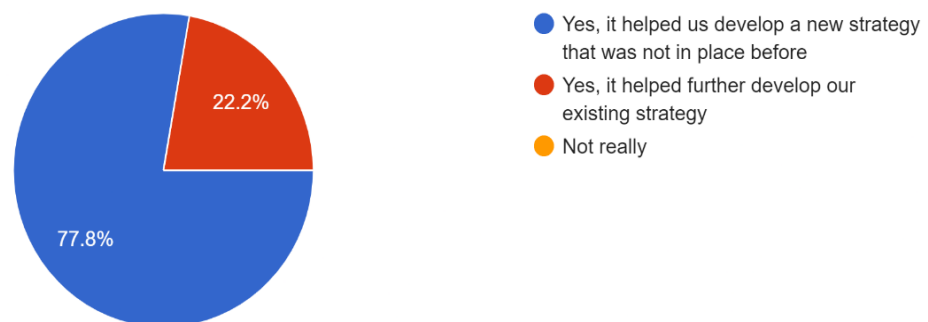9 responses

- Yes
- To a limited extent
- No

11.1%

88.9%
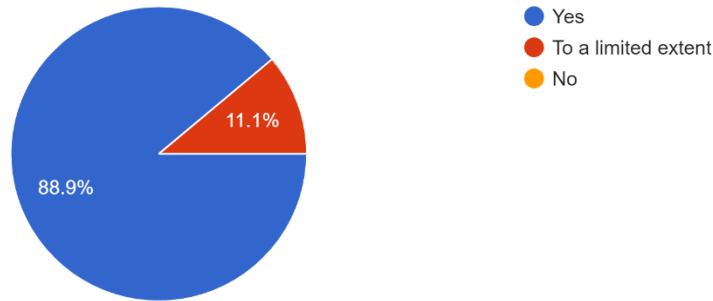
7. The project positively contributed to the internal dialogue among different stakeholders and made the University to favour increasingly strengthening its engagement with the external organisations. However, a few felt that it helped only to a limited extent.

Has the INNOTAL project contributed to developing(or improving) a practical and concrete University strategy and action plan for improving g...es' employability and links with business/industry?
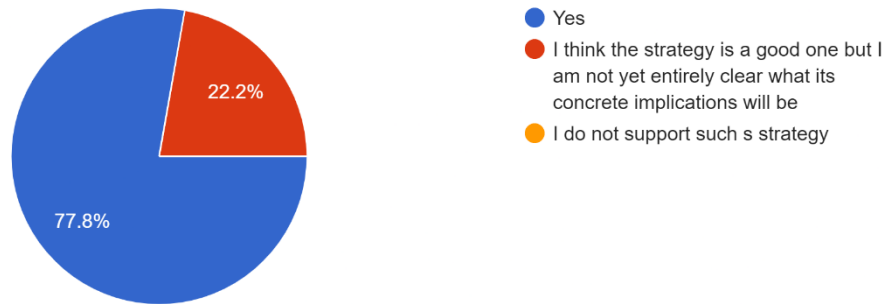9 responses

- Yes, it helped us develop a new strategy that was not in place before
- Yes, it helped further develop our existing strategy
- Not really

22.2%

77.8%

8. The project positively contributed to enhance the University strategy and actual plan to improve its efforts to link with the industry/business to further intensifying the employability of the students of the University.

Do you support the INNOTAL project's proposed strategy to embed employability across all institutional activities (curriculum, teaching, research & innovation)?

9 responses

- ● Yes
- ● I think the strategy is a good one but I am not yet entirely clear what its concrete implications will be
- ● I do not support such s strategy

9. Majority expressed their willingness to support the project's strategy to embed employability across all the activities of the University, be in the areas of curriculum, teaching, research, innovation or any other. However, a few (22.2%) felt that the implications of the project's strategy are not clear yet, though they feel that the strategy is good.

Would you get involved in implementing the above-mentioned strategy?

9 responses

- ● Yes
- ● I would like to see what exactly this strategy will entail before I get involved myself
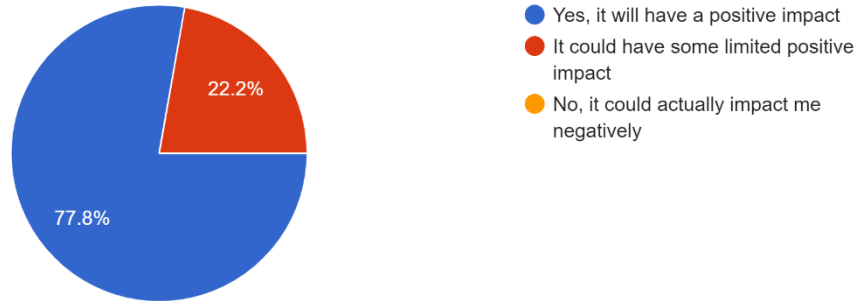- ● No
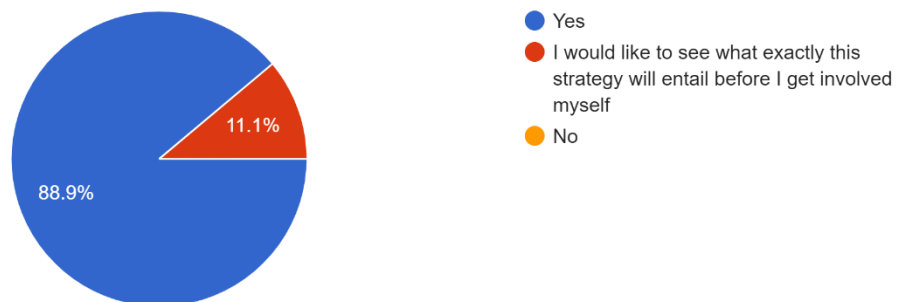
10. Most of the respondents are willing to involve themselves in the implementation of the project strategy, while the others take a stand of wait and watch before involving.

Do you think that the implementation of the above strategy will impact you and your job positively?

9 responses

- Yes, it will have a positive impact
- It could have some limited positive impact
- No, it could actually impact me negatively

22.2%

77.8%

11. By and large, the respondents felt that the implementation of the project strategy will have a positive impact on their job.

Do you think that the INNOTAL plans for facilitating the uptake of entrepreneurship and innovation training across more disciplines and through extra-c...tivities are viable and relevant at our University?

8 responses

- Yes, these plans are both relevant and viable
- These plans are timely and relevant, but they might be difficult to implement at our University in the near future
- No, these plans are neither relevant nor viable for our University.

100%

12. All the respondents concur with the view that the project's plan to increase the entrepreneurship and innovation training across disciplines and also through extra-curricular activities are not only viable but very relevant to the University.

Has the INNOTAL project facilitated the promotion and the acceptance of a more student-centred approach to teaching and learning at our University?

9 responses
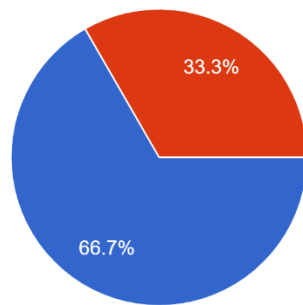
- Yes, it gave impetus to such an approach where it was not sufficiently accepted at our university before
- Yes, it supported already existing efforts to promote student-centred approaches
- No, the INNOTAL project did not help much
- We are not ready to modify the existing teaching and learning processes unless this is a formal requirement by the acc…

13. Most of the respondents agree that the project facilitated further the already existing student-centric approach to teaching and learning in the University.

Would you support future efforts to promote even more student participation in University research and innovation projects, if these projects also involve external stakeholders?
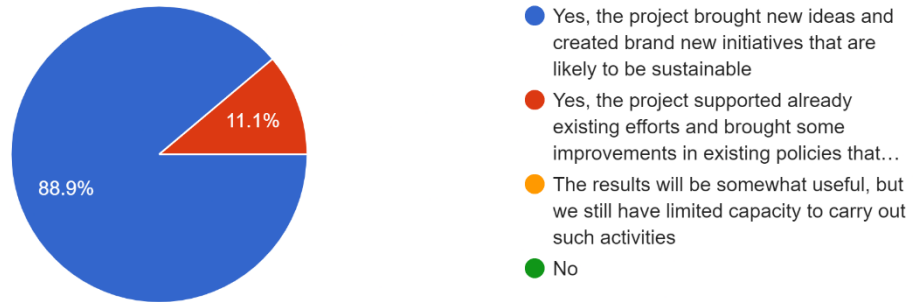
9 responses
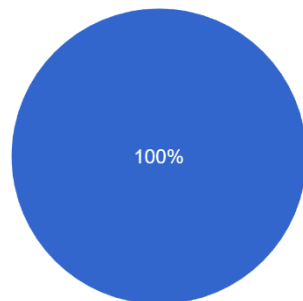
- Yes, such efforts would be very beneficial
- This policy would be very positive but is not really viable. Our students do not have the necessary capacity to engag…
- This policy would be very positive but is not really viable. Business, the public sector and the non-profit sector will no…
- Students should focus on learning and compulsory internships. Research and…

14. All the respondents agree to support future efforts to promote more student participation in the research and innovation projects of the University with the external organisations.

In the future, will the INNOTAL project results be sustainable and will they continue to help the University improve the employability of our graduates and our cooperation with business?

9 responses

● Yes, the project brought new ideas and created brand new initiatives that are likely to be sustainable

● Yes, the project supported already existing efforts and brought some improvements in existing policies that…

● The results will be somewhat useful, but we still have limited capacity to carry out such activities

● No

15. The majority of the respondents felt that the project results will be sustainable and will certainly help the University to further enhance the chances of student employability and strengthening cooperation with industry/business.

16. Some of them felt that the innovation mindset among the students can be further enhanced by organising such programmes and interventions.
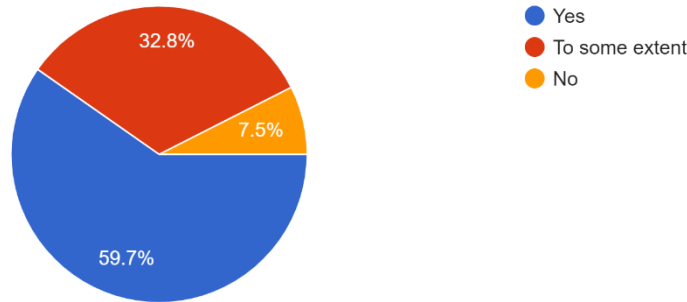
Part III: Students

70 student respondents from different disciplinary backgrounds participated in the survey.

Do you think the INNOTAL project and the Talent Co-Creation Lab have been important and useful initiatives for students at this university?

67 responses

- Yes
- To some extent
- No

32.8%
7.5%
59.7%

1. The majority of the students felt the INNOTAL project and the TCCL are important and very useful initiatives at the University for the students, either completely or to a certain extent.

Did the INNOTAL project and the Talent Co-Creation Lab give you an opportunity to improve your employability or learning?

67 responses

- Yes
- To some extent
- No

37.3%
23.9%
38.8%
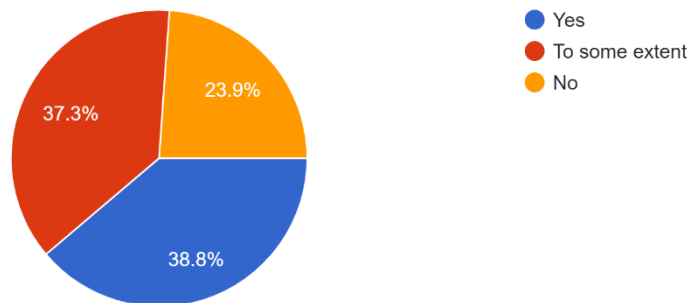
2. Most of the students expressed that TCCL has given them, even to a certain extent, an opportunity to learning or employability. A few felt that they did not get the opportunity; possibly because of the pandemic they could not avail of it.

Do you think that more opportunities for participation in extra-curricular activities involving industry or the public sector would improve your le...University or your employability after graduation?
70 responses

- Yes, such opportunities will improve both the learning process and my employa…
- To some extent; it depends on the nature of my participation
- They could only improve learning but not employability
- They could only improve employability but not the learning process
- No, they cannot improve the learning process or my employability

3. There is a larger agreement among the students that increasing opportunities for participation in extra-curricular activities involving external stakeholders (industry, public sector, NGOs) would certainly improve the learning abilities and employability.

Do you think that the INNOTAL Talent Co-creation Lab can be useful for you?
69 responses

- Yes
- To some extent; it depends on the nature of my involvement in its activities
- No
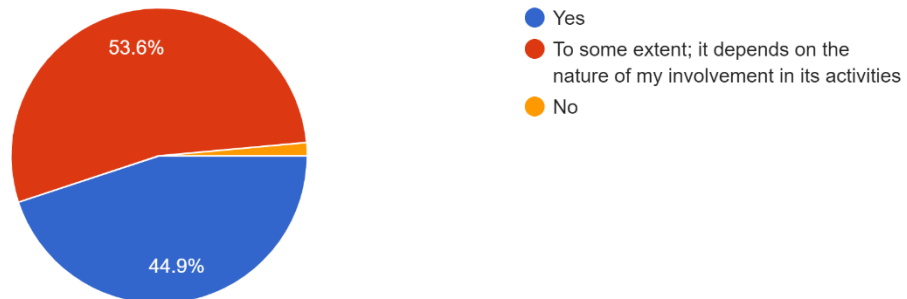
4. While a majority of the students believed that TCCL can be useful to some extent depending on their involvement in its activities, the others (44.9%) felt that it is quite useful. A negligible proportion felt that it is not useful. In this regard, there is a need to further increase the awareness among the students about TCCL.

Do you feel confident and prepared to become involved in an innovation or research project?
69 responses

- ● Yes
- ● Yes, but only with support from the Talent Co-creation Lab and our professors
- ● No
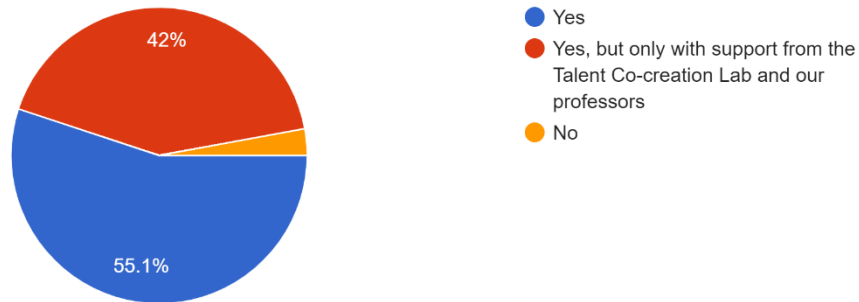
5. While majority (55.1%) feel confident and prepared to involve themselves in an innovation or research project, significant others (42%) would like to involve with the support from TCCL and faculty.

Do you feel confident and prepared to accept challenging tasks related to research and innovation projects proposed by employer organizations?
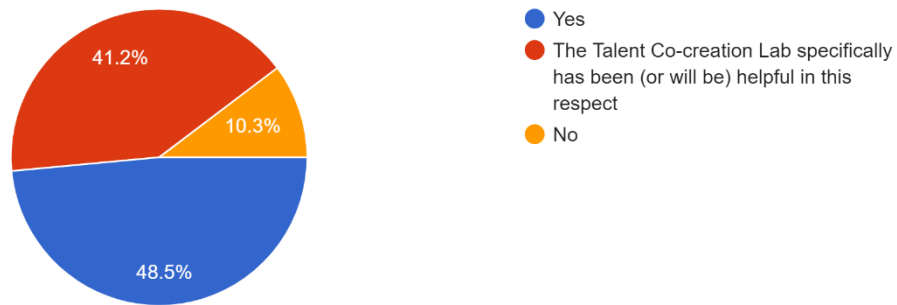69 responses

- ● Yes
- ● Yes, but only with support from the Talent Co-creation Lab and our professors
- ● No
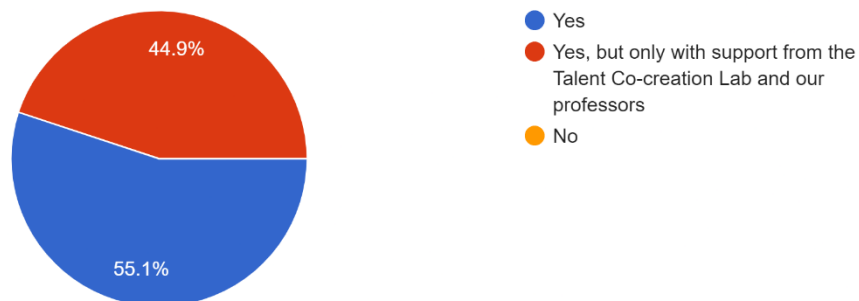
6. As is the case with the above question, majority are prepared to accept challenging tasks related to research and innovation projects of employer organisations confidently, while the others seek support from TCCL and faculty of the University.

Did INNOTAL project activities make you more confident and prepared to cooperate with employers and to accept challenging tasks related to research and innovation projects?
68 responses

- Yes
- The Talent Co-creation Lab specifically has been (or will be) helpful in this respect
- No

41.2%
10.3%
48.5%

7. It is important to note that the project activities made most of the students confident to engage with the employers and to accept challenging tasks in research and innovation projects. A significant proportion of the respondents appreciate the role of TCCL in this regard. There are a few who are not confident about taking up such activities and there is a need to focus on them to make them feel more confident.

Do you think that volunteering and community work could improve your skills and employability?
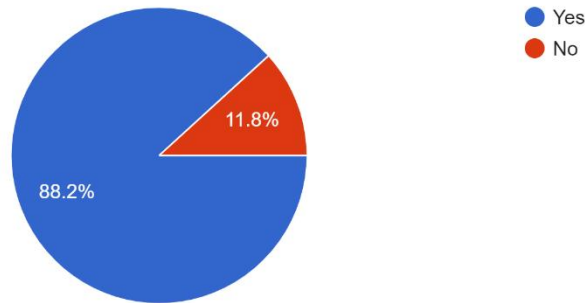70 responses

- Yes
- Only to a limited extent
- No

32.9%
67.1%
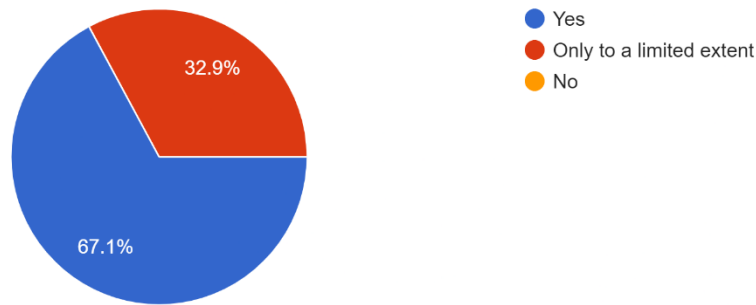
8. There is a wider agreement among the students (67.1%) that involving in volunteering and community work could improve their skills and employability, while some (32.9%) felt that it may have a limited effect.

Would you get engaged in volunteering activities?
68 responses

9. Except for a few, most of the students are interested in engaging in volunteering activities. Some of the students participate in the National Social Service (NSS) activities of the University in its outreach and community engagement activities.

10. Some of the students felt that the sessions of TCCL activities should be more interactive. Some have expressed that they are willing to go with the ideas of the project.

Conclusion

The survey has brought out clearly the impact of the INNOTAL project activities, especially the role of the Talent Co-Creation Lab. The efforts of the project related to engagement with the external stakeholders (industry/business, public sector, NGOs, etc.) in the designing of the programmes/courses; engagement in research and innovation activities of the University students and faculty; offering opportunities for internship; offering training and enhancing the employability skills of the students, etc., are important contributions to the University's planning and strategies. It is agreed that these activities are not only viable but are also sustainable. The project team will further intensify its efforts to mainstream the project objectives in the minds of the administration, faculty and students and the external stakeholders.